Public Services (1948.) Depart

Ms. SERIES.

G.O. No. 1592

Dated 30-6-48.

[Despatch Abstract.]

Legislative Assembly Question - Cut motion- Demand X
Discuss policy of Government with particular reference
Gazetted Government officers - Papers Recorded.

P.of B.E.110-136 Demand No.*XI.

173 B.Pocker Sahib Bahadur, M.L.A.
174 P.P.Hassan Koya Sahib Bahadur,M.L.A.

To reduce the allotment of Rs.6,23,08,100.

For District administration and Miscellaneous by Rs.100/-

(To discuss policy with particular reference to the treatment of N.G.Os.)

Public (Service) Department.

The cut motion of which notiece has been given on page 1 ante seeks to discuss the policy with particular reference to the treatment of N.G.Os. The "treatment" falls under many heads, the chief of which is grant to them of suitable pay and allowances, the way in which the Government dealt with the notice of the N.G.Os' Association of strike and the treatment accorded to those who struck work during December 1947. This department is concerned only with the last item of "treatment". The file may first be sent to the Finance Department and Public (General-V) Department and also to S.G. Section for noting upon the other pahses of the treatment of the N.G.G.Os. Before circulating the file this department will add a note relating the policy of Government in regard to the treatment of N.G.G.Os. who struck working during December 1947. The file may be sent to the Finance Department in the first instance.

Sd x x x x x x x,
7-3-1948.

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Finance (Salaries) Department.

With reference to the cut motion by Mr. B.Pocker-Sahib, the Government have treated the Non-Gazetted Government servants very fairly and has sanctioned revised scales of pay consisting with the state of provincial finances based on the recommendation of the Cabinet Salaries Committee constituted in September,'46. The N.G.G.O's Association and other sister Associations however carried on persistant agitation for further upward revision of pay scales and grant of dearness and other allowances on a par allowances with those sanctioned by the Central Government and for examinationof cases of exceptional hardships and anomalies. As already explained, the Government revised the scales of pay of the services under their rule making control having due regard to duties and qualifications and local conditions, and before making it recommendations the Chairman of the Cabinet Salaries Committee also discussed the matter with the Central Pay Commission, so a-s to bring them in a line as far as practicable with those which that committee was likely to make. As pay had been revised to suit local conditions, this Government could not undertake further revision without ignoring other equally important items. cases of exceptional hardship are however considered on their merits, and the office bearers of the N.G.G.O's Association and other Associations have been apprised of the position.

2. It may also be mentioned in this connection that this Government ehave since sanctioned from 1-1-1948 increased rate of dearness allowance to their servants. They have alsc

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under consideration a proposal to raise the pay limits for admissibility to the new hbuse rent allowance and increase the rates thereof, and the final decision in this regard is bound to afford, substantial relief to the Non-Gazette Government Servants.

Sd/-xx x x x x ,
7-3-1948.

The press note at flag 'r' shows how the Government treated the Non-Gazetted Government Officers who struck work in December last. The question of showing some more leniency to categories (1) and (2) of the strikes is separately under consideration. The file may be circulated to Hon'ble Premier, Hon. Minister (Revenue) Hon.Minister (Public Works) for reference during the discussion in the Assembly.

Sd/- x x x ,
Hon.Premier.
11-3-48.

Sd/x x x x,
Hon.Minister(P.W),
11-3-1948.

Sd/-x x x x ,
Hon.Minister.(Rev.)
25-3-48.

Public Service Department.

Please see the cut motion on page 1 ante given notice of by B.Pocker Sahib Bahadur and PP.Hassan Koya Sahib Bahadur reducing the allotment under Demand XI by 100 Rs. to discuss policy of Government with particular reference to the treatment of the N.G.G.Os.

The cut motion was not discussed during the debate of the budget under Demand XI. There were some references in the speeches of M.L.A.s on Demand XI - See particulars market I en page 757, II on page 773-74 and the Revenue Minister's reply at X on page 782-783 No. Action seems called for . The papers may be Recorded after perusal by Finance.

Sd/-x.x x x x x x x,
Secretary to Government.
22-6-1948.

G.O.Ms.No.1592, dated 30-6-1948.

Madras Legislative Assembly Question -
Cut motion - Demand XI - To discuss policy of Government in the particular reference to N.G.G.Os.
-Papers Recorded.

/True copy/

NG.

Office Assistant,
Madras Record Office.

Enclosure to
L.A.Question
No.1*(Starred)

Government of Madras.
Public Department-Press Note No.1.
dated 3rd January 1948.

Government have considered the various questions arising out of the recent strike of the Non-Gazette Officers and have taken the following decisions:-

While Government cannot accept the propriety of the Association resorting to a strike, particularly after all services were declared essential services under the Maintenance of Public Order Act, Government do not propose to take any action for mere participation in the strike, except that those who absented themselves from work will not get any salary during the period of their absence. But Government cannot take the same attitude withreference to those who defied orders promulgated under Section144 Cr.P.C.in the interest of maintenance of public peace, and those who are reported to have intimated employees who did not joint the strike. As has already been stated, Government cannot also condone the action of officers like sub-Magistrates and Tahsildars who were entrusted with reponsible work. Govennment have also decided to express their appreciation of the sense of duty of those who stuck to their posts during the period of strike.

2. Those who participated in the strike may be divided into the following categories:-

(1) The general masses of the non-gazetted officers who chose to join the strike;

(2) Tahsildars, Deputy Tahsildars and Sub-Magistrates among the non-gazetted officers who deserted their important posts and struck work;

(3) Those who are proved to be guilty of acts of intimidation againstthose who did not join the strike;

(4) Those who defied and incited defiance of order, issued under section 144 Cr.P.C.

As regards category (1) above the Government direct that those who jointed duty within the first three days of the strike will be regarded as having been absent without leave for the days they were absent and that no salary be paid to them for the days of their absence. Their increments will not, however, be affected. As regards those who joined duty after the first three days, the Government direct that in addition to loss of pay for the days they were absent, their next increments be postponed by one week.

As regards category (2) above, the Government direct that in addition to loss pay for the days they were absent, their next increments be stopped for one year which should have cumulative effect. They should further be deprived of their Magisterial work or work as Taluk Tahsildar and posted to be in charge of less responsible work such as land acquisition. They will not be given any special pay or allowance for work of this nature. With this punishment their suspension will be cancelled and they will be allowed to rejoin duty. All these officers should also be transferred out of their districts. Sub-Registrars who were in charge of essential treasury and Magisterial work who participated in the strike will be dealt with similarly.

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As regards category (3) Government direct that those of the staff employed on a temporary basis who had resorted to intimidation should be sent away i.e. discharged. Permanent men who are proved guilty of acts of intimidation should have their pay reduced by two stages in the time scale to which they belong. In cases where they are at the bottom of the time scale, their increments should be withheld for two years.

As regards category (4) Government direct that they should be kept under suspension if they are not already under suspension and a departmental enquiry should be held into their conduct in defying orders issued under section 144 Cr.P.C. This enquiry will be held by an officer to be nominated by Government who will submit his report to Government for orders.

3. Temporary men employed during the strike will be retained in preference to those who had been recruited previously under rule (9)(a)(1) of the general Rues and who participated in the strike.

4. As regards Government servants who did not join the strike but stayed at their posts, the Government direct that a special entry should be made in their confidential files that they loyally stuck to their posts during the period of strike and that special consideration should be shown to them when dealing with questions of promotion. The Government have also decided that they should be given one advance increment but financial details in regard to this are being examined and further orders will follow.

K.RAMUNNI MENON,
Chief Secretary To Government.

(True copy)

Sd/-Superintendent.